

List of Possible Questions for Interview Role Playing

Questions Interviewer Can Ask Candidates

General

1. What type of institution are you targeting?
2. Why did you apply to this institution?
3. How do you envision balance teaching, research, service and having a personal life?
4. What are your five year goals?
5. Are you still interested in the position and why?
6. Do you have any additional questions?
7. Should you be selected, what is your availability for an interview (essentially asks how popular a candidate you are)?

Research

1. What size and composition of a research group do you envision?
2. What are your equipment requirements? What is the absolute minimum required for your research? Prioritize your equipments needs.
3. What large equipment or instrumentation purchases will you need to make and how much do they cost?
4. How much startup funding do you think you need to establish a research program?
5. What are possible sources of external funding for your research?
6. Do you have any research proposals ready to submit?
7. Explain any previous experiences mentoring undergraduate (graduate) students.
8. Describe how you have grown as a researcher.
9. How do you plan to get undergraduate (graduate) students interested in your research or joining your research group?
10. An undergraduate student stops by your office and asks about joining your research group. Briefly describe your research plans in terms an undergraduate student will understand.
11. How flexible are you in terms of adjusting your research program to an institution of our size (small college or PUI)?
12. Describe a typical semester research plan for an undergraduate student, what do you expect to get done?
13. Does your research require outside collaboration? If so, how much outside collaboration?

Teaching

1. Are you comfortable teaching introductory chemistry to non-majors?
2. What courses would you feel qualified to teach?
3. What graduate level courses would you like to teach? Any special topics courses?
4. What courses would you not feel qualified to teach?
5. Describe your teaching style/strategy.
6. What textbook do you like to teach X course?
7. What goals do you set for your courses?
8. What should students retain from your courses after five years?
9. What ideas do you have for making large enrollment courses engaging and interactive?
10. How do you incorporate instructional technology into your courses?
11. Describe how you have grown as a teacher (what adjustments have you made?).
12. Describe your teaching experience.

13. How do you handle teaching a course to a diverse student population with wide range of student abilities?
14. Explain an experience where you had to deal with a difficult student in lecture or lab.
15. How would you deal with a student who is struggling in one of your courses? How do you engage the student? What has worked for you in the past? What doesn't work?

Questions Candidates Can Ask Interviewers

Department or Division Members

1. What are the criteria for tenure? Describe the evaluation and tenure process?
2. What are the typical research expectations?
3. What are the typical teaching expectations?
4. How successful has your department been receiving external funding and from what sources?
5. What departmental/internal funding is available for professional development? Travel to conferences? Student travel to conferences?
6. What lab space is available for research?
7. What lab and office space will I likely get?
8. How many students are involved in research during the academic year? During the summer?
9. Is release time from teaching/service available for research?
10. What internal sources are available to support undergraduate research?
11. Internal funding available for summer research student support? Faculty support?
12. Why did you decide to join the department? What attracted you to the position?
13. What is the typical teaching load?
14. Describe the characteristics of your typical chemistry major (graduate student).
15. How many chemistry majors are there? What do your majors do after graduating?
16. What are typical class sizes in lower division courses, upper division courses?
17. What courses do you teach and what advice do you have for somebody just starting their teaching career?
18. What stockroom and lab preparation support for teaching labs is available?
19. What are the strengths of your department, your university?
20. What are the library resources like, online access to journals, SciFinder scholar?
21. Is a mentoring program available for junior faculty?
22. What faculty development activities take place across campus?
23. What is the community like?
24. What faculty activities are most valued in the department?
25. What service opportunities are available?
26. How is the department viewed by administration?
27. Has the department undergone an external review recently? What were the strengths/weaknesses and plans going forward?
28. What is your timeline for the search? What is the next step?

Questions Candidates Can Ask Administrators

1. What is the overall philosophy of the institution?
2. What are the goals of the institution?
3. What are strengths of the institution?
4. What are the challenges the institution faces and what can I do to help?

5. Describe the typical student who gets accepted by your institution.
6. What is the relative value place on teaching, research and service?
7. Describe the evaluation process for retention and tenure.
8. What internal funding sources are available to support research? To support teaching?
9. What university-wide service opportunities are available for junior faculty?

Illegal Questions

Anything related to race, color, gender, national origin, religion, age, disabilities, pregnancy, marital status, arrests, political affiliation, sexual orientation, union membership, personal finances, relatives at the institution.

1. Are you married, divorced, separated, engaged, widowed, etc?
2. Do you have any children?
3. Do you plan to have children?
4. Do you need information on daycare facilities?
5. What arrangements are you able to make for child care while you work?
6. Are you interested in learning about the local elementary/middle/high schools?
7. What does your spouse do for a living?
8. How will your spouse feel about the amount of time you will be traveling if you get this job?
9. When did you graduate from high school?
10. How old are you?
11. Are you, your parents, or your spouse naturalized or native-born US citizens?
12. Where were you born?
13. Do you have family in the area?
14. Are you a member of a minority group?
15. Have you ever spent a night in jail?
16. Are you comfortable working for a female supervisor?
17. Have you experienced any serious illnesses in the past year?
18. Do you have any disabilities?
19. Will you need personal time for particular religious holidays?
20. What is your religious affiliation?